

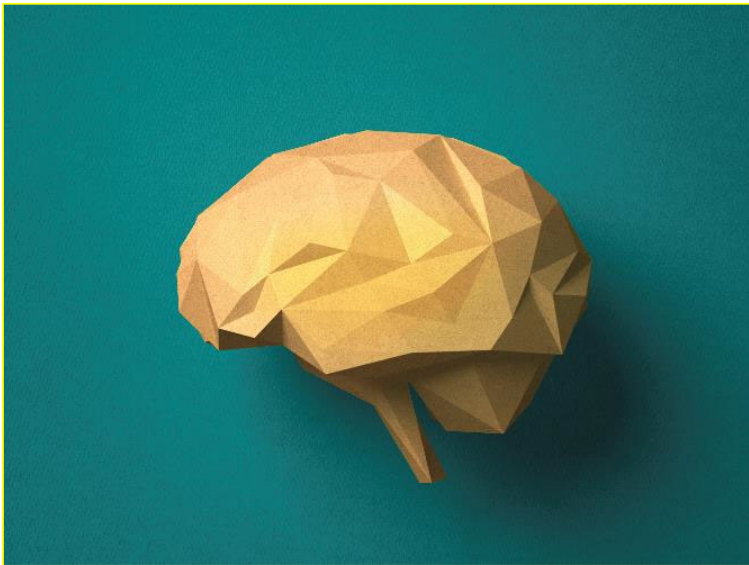
ITI COFFEE HOUSE: WELLBEING AND SELF-CARE RESOURCES

24 April 2025

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HEALTH, WELL-BEING, AND SELF-CARE — A VERY QUICK RECAP



- In 2020, a UK survey identified personal, health, and wellbeing concerns as some of the main issues faced by language professionals (CloL, 2020).
- According to WHO, wellbeing is “determined by social, economic and environmental factors” (WHO, 2021: 10).
- Some issues come from the work itself, while other issues stem from industry working conditions and practices

NEGATIVE EMOTIONS LINKED TO OUR WORK (PENET 2024: 187-188)

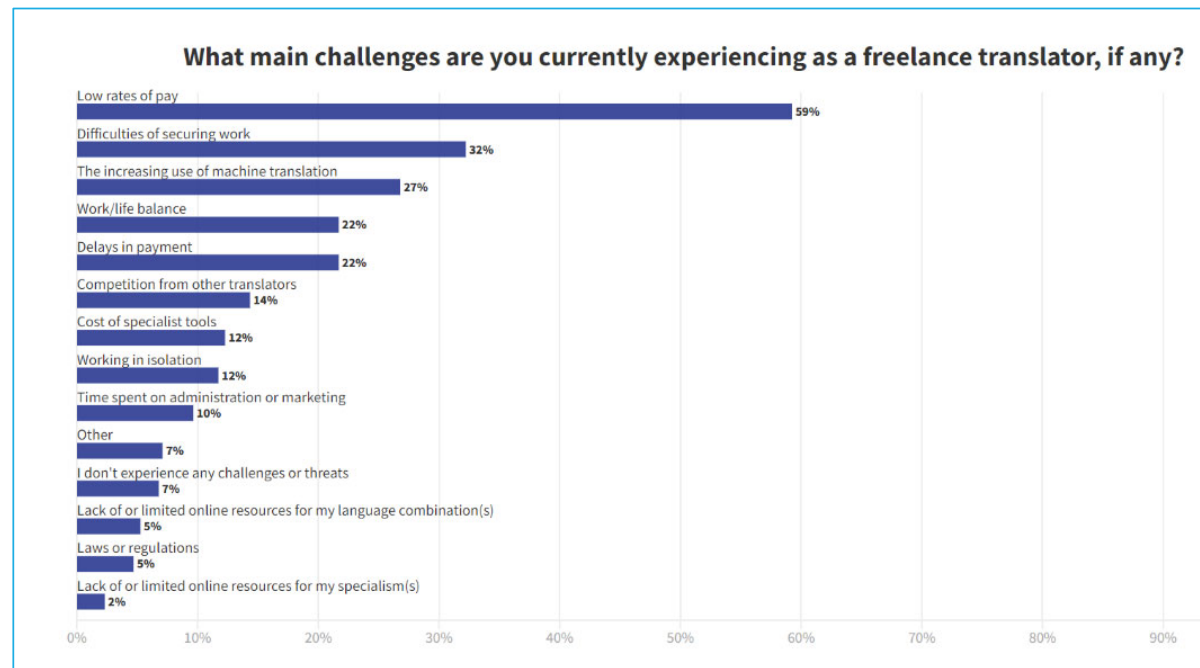
“[W]e may react emotionally to a source text’s ‘subject matter’, its perceived ‘quality’ and/or its perceived ‘terminological, conceptual and linguistic complexity’” (Ehrensberger-Dow, 2019: 39)

- Sadness
- Boredom
- Frustration
- Anxiety/overwhelm
- Ethical stress

BROADER FACTORS

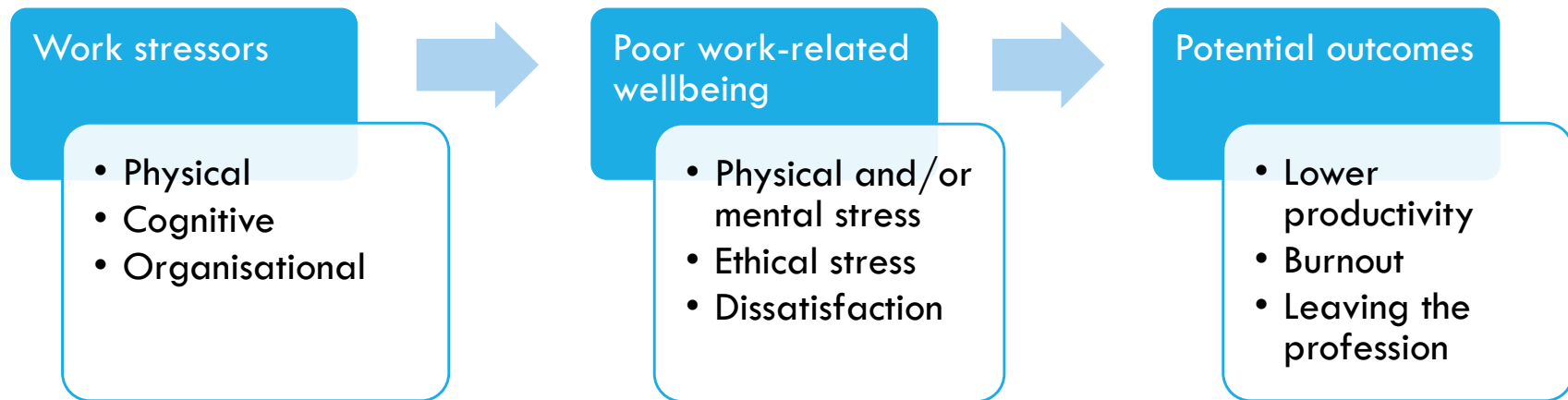
General occupational stressors in translation:

- Time pressures
- Technology
- Competition
- Feast-famine cycles
- Low status
- Rates of pay



<https://inboxtranslation.com/resources/research/freelance-translator-survey-2020/working-as-a-professional-translator/#challenges-of-freelance-translator-life>

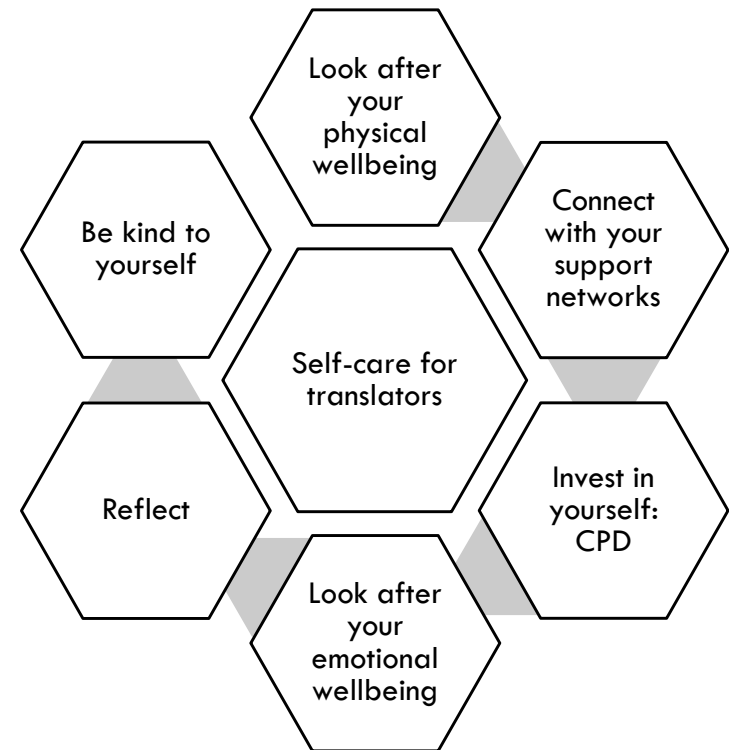
ETHICS AND WELLBEING



Penet 2024 Figure 9.2: Potential impact of work stressors and poor work-related wellbeing on translators

THE IMPORTANCE OF SELF-CARE

- Costa et al. (2020: 36) contend that there is **an ethical responsibility** for interpreters to keep themselves “fit and well-prepared to perform interpreting assignments to the highest standards.”
- **As stated by Gerard McAlester, ultimately as translators “[...] [our] responsibility is not to the author, or the reader, or the commissioner, or to the translating profession but to [our]selves” (2003: 226).**
- Self-care “requires the deliberate practice of activities which keep a person healthy, engaged, and well-functioning” (2020: 40) and reduce susceptibility to VT and burnout.



Penet's (2024) Proposed self-care model for professional translators

CURRENT RESOURCES AND SOME FUTURE PLANS

- ITI Coffee House materials
- Self-care as a proposed addition to the CoC
- ‘What works for you?’
 - A guide on ‘Keeping it Sustainable’ (JC Penet 2024)
 - Videos and text-based tips on wellbeing for translators and interpreters – **keep those submissions coming in!**
- Potential ITI support network(s) for wellbeing and self-care

Support networks

ITI currently has two networks that support the ITI community and encourage inclusion.



ITI Neurodiversity Network

ITI Parent and carer Network

A place where new interpreters can find common issues and both through formal work to raise awareness. Industry of the sector professionals can the research and neurodivergence think it's time to

iti.org.uk/discover/policy/ethics.html

Find a professional About ITI Starting out Discover

- Financial sustainability and ethical payment practices +
- Environmental sustainability in translation and interpreting +
- Evolving translation technologies – a new ethical frontier +
- Ethical practice within and outside of interpreting assignments +

Trauma, ethics, and audiovisual translation



Trauma, ethics and audiovisual translation

Guest speaker: Charlotte Bosseaux

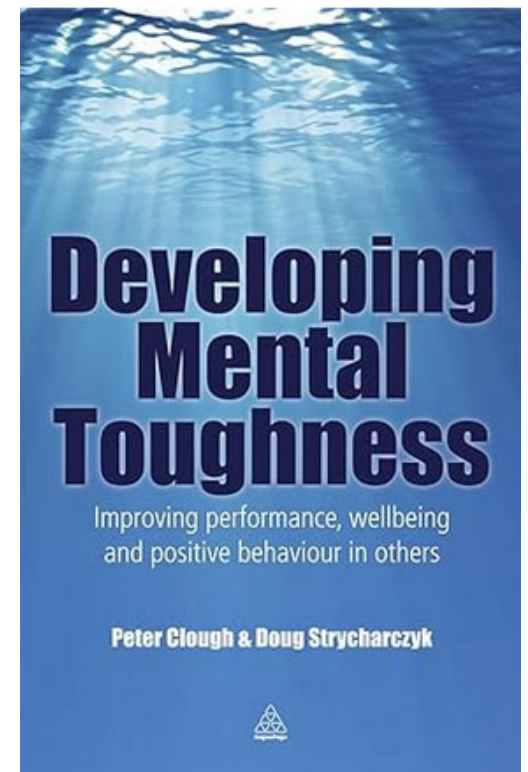
Professor Charlotte Bosseaux is interested in the ethical role played by translation when transmitting the experience of trauma and GBV survivors and in the way translators cope

CPD COURSE: COACHING-STYLE CONVERSATIONS FOR WORKPLACE WELLBEING

- Series of 5 workshops (June-November 2025) that introduce participants to coaching, the psychological construct of mental toughness and give them the opportunity to practise hands-on coaching style conversation with fellow translators
- Free (well, very minimal fee...) for ITI members, but action research project by Newcastle University in partnership with ITI
- Aim: increase freelance translators' mental toughness and, consequently, wellbeing

WHAT IS “MENTAL TOUGHNESS”?

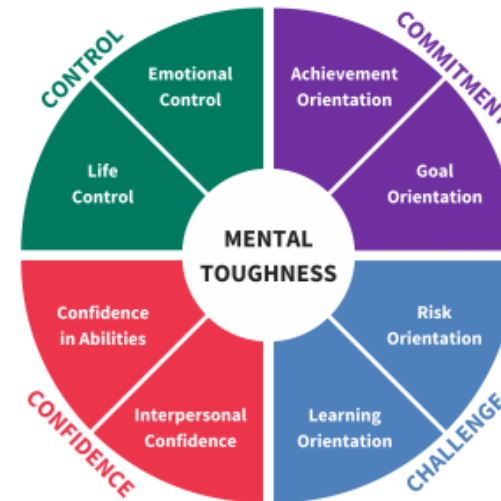
- Just like coaching, originates from sports
- Peter Clough & Doug Strycharczyk: their development of the “4-factor model” and the MTQ48 has helped make it a reliable and valid psychological construct that can be used for CPD
- Mental toughness is a personality trait that can be developed
- Mental toughness is NOT a macho concept focusing solely on success at work and aimed at uncaring, individualistic people...



DEFINING MENTAL TOUGHNESS:

Mental toughness is “a construct related to how people deal with challenges, stressors, and pressure irrespective of prevailing circumstances”.

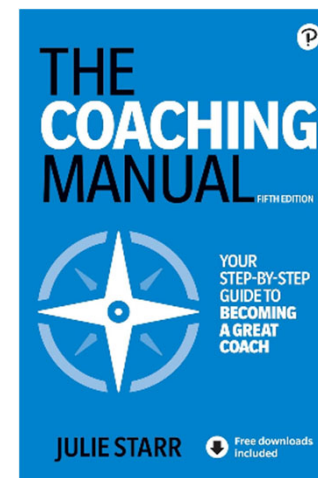
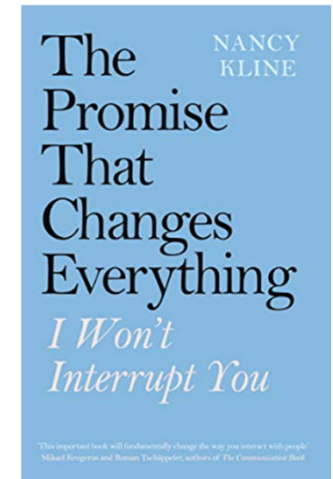
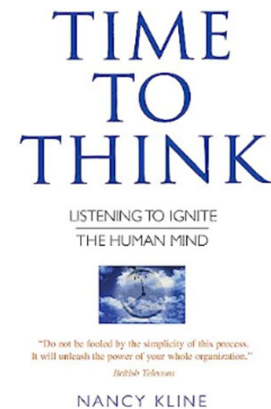
(St Clair-Thompson, 2016)



The 4-factor model of mental toughness (from:
<https://aqrinternational.co.uk/4cs-control>)

WHAT ABOUT COACHING?

- Also originate from the field of sports...
- Also has a history linked to business and performance...
- Like mental toughness, it is about much more than that, though!



COACHING AND/FOR MENTAL TOUGHNESS

Coaching = “a human development process that involves structured, focused interaction and the use of appropriate strategies, tools and techniques to promote desirable and sustainable change for the benefit of the coachee” (Bachkirova et al., 2010)

It has been shown to help improve hardiness (Green et al, 2007), goal striving (Spence and Grant, 2007), increase self-efficacy and heighten expectations about outcomes (Evers et al, 2006)

It has also been shown to help with motivation, assertiveness and fear of failure (Dryden, 2018: 34).

The aim of Clough & Strycharczyk’s framework for mental toughness is to provide every individual with the opportunity to reach his or her full potential”

This aim is “consistent with the aims of coaching and the definition of positive psychology” (van Nieuwerburgh and Green, 2014)

Both coaching and mental toughness can be seen to fall under the umbrella terms of positive psychology, which is “the study of the conditions and processes that contribute to the flourishing (well-being) or optional functioning of people, groups, and institutions” (Gable & Haidt, 2005: 103)

OUR WORKSHOPS (OVER ZOOM):

5 x 1 ½ hrs workshops

Workshop 1: Introduction to coaching, coaching-style conversations and mental toughness

Workshop 2: Commitment

Workshop 3: Challenge

Workshop 4: Control

Workshop 5: Confidence



A FEW THINGS TO NOTE...

Free (nearly!) CPD training course part of an action-research project led by Newcastle University and supported Institute of Translation and Interpreting.

In exchange for participations in the training course, you agree to fill in the entry and exit forms, to attend all scheduled online workshops (insofar as possible) and to attend the online debriefing sessions in December 2025/January 2026

Of course, you will have the right to withdraw at any time 😊

OUR (3-4?) DISCUSSION QUESTIONS

1. When it comes to professional wellbeing, 'What works for you?'
2. Which resources and events currently offered by ITI do you feel have the potential to support your professional wellbeing most effectively? Why is that?
3. How do you feel about the proposed CPD events on 'Coaching-style conversations for workplace wellbeing'? What do you feel are the potential strengths and weaknesses of such workshops?
4. What suggestions do you have for other resources or activities that could support your professional wellbeing?